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AUTHOR Kapes, Jerome T.; And Others
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ABSTRACT

This document provides an overview of the third edition of "A Counselor's Guide to Career Assessment Instruments" to be published in 1994 and a brief review of the nearly 300 instruments included in the guide. The history of the guide's development and its major components are outlined. Presented next are brief descriptions of 16 recently developed or revised instruments. The guide's tentative table of contents is included along with the following: a list of instrument names/reviewers and publishers of selected comprehensive aptitude and companion measures, interest inventories, values/satisfaction assessment instruments, career development/career maturity inventories, personality inventories, and career assessment instruments designed for disabled and disadvantaged persons. The remaining three-fourths of the document consists of the following: tables of information about 35 multiple aptitude, achievement, and comprehensive measures; 39 specific aptitude and achievement measures; 43 interest inventories; 23 measures of work values, satisfaction, and environments; 13 card sorts; 16 career development/maturity instruments; 26 personality instruments; and 43 instruments for disabled and disadvantaged populations. Included in the tables are the name/publisher/date of each instrument along with its intended population, citations of published references to the instrument, and a brief description of its contents. (MN)

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Contemporary Career Assessment Instruments: A Review

ED 366 786

Jerome T. Kapes

Susan G. Matlock

Tammi Vacha-Hasse

Department of Educational Psychology
College of Education
Texas A&M University
College Station, TX 77843
(409)845-5479
Fax# 845-6129

Edwin A. Whitfield

Ohio Department of Education
Guidance and Counseling, Room 702
65 S. Front Street
Columbus, OH 43266
(614)466-9219
Fax# 752-8148

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J T Kapes

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Introduction

Career assessment instruments are constantly being developed and revised. As part of the research to discover instruments for inclusion in the third edition of A Counselor's Guide to Career Assessment Instruments (Kapes, Mastie & Whitfield, 1994) approximately 300 published instruments were identified which assess some aspects of career relevant characteristics. The purpose of this paper is to provide an overview of the third edition of A Counselor's Guide and a brief review of the almost 300 instruments included. In addition, the 16 instruments reviewed in the Guide which were recently developed or revised are identified along with these distinguishing characteristics.

A Counselor's Guide

The 1st edition of A Counselor's Guide was published in 1982, and the 2nd edition in 1988 by the National Development Association (NCDA). Work on the 3rd edition began several years ago. This new edition, which will be completed in time for publication in early 1994, will contain approximately 100 more pages than the previous edition (450 vs. 350). While some of the chapters from previous editions have been retained and revised, a number of new chapters have been added.

The test reviews, which are the major focus of A Counselor's Guide, have been expanded in both number and length with a total of 49 reviews. The format for each review has been standardized using the following headings: Description, Use in Counseling, Technical Considerations, Computer-Based Version (if applicable), Overall Critique, and References. The reviews have been grouped

somewhat differently then previously, with the first section, titled Comprehensive Aptitude and Companion Measures, including 14 reviews of instruments, many of which assess both cognitive and affective traits. The other sections and number of reviews for each are: Interest (13), Values/Satisfaction (4), Career Development/Maturity (6), Personality (5), and Disabled and Disadvantaged (7). In addition, reviews of Card Sorts, Career Portfolios, and Computer-Based Assessments have been added as separate chapters.

The very popular section briefly describing Additional Career Assessment Instruments has been approximately doubled in size and contains 240 instruments. The annotated bibliography of Sources of Information about Testing and Career Assessment has been extensively revised, Publisher Addresses are again included and the revised Responsibilities of Users of Standardized Tests, Code of Fair Testing Practices in Education and Multicultural Assessment Standards are also included in the Appendices. A Users Matrix, which was introduced in the 2nd edition, is again included to list and categorize the over 300 instruments either reviewed or briefly described in the Guide.

Included in this paper are a tentative table of contents for A Counselor's Guide, a listing of the 49 reviews of instruments along with the name of their publisher, and the complete Additional Career Assessment Instruments chapter briefly describing the 240 instruments not selected for review. Also, a listing and brief discription of recently developed or revised instruments is provided.

Recently Developed or Revised Instruments

The 16 instruments that have been developed or recently revised since the publication of the second edition of A Counselor's Guide was published in 1988 are listed and briefly described below. The format is similar to that used for the Additional Instruments chapter with Name, Publisher, Date and Population provided. The descriptions focus on the distinguishing characteristic for the recently developed instruments and the major changes for the revised instruments.

Name/Publisher/Date/Population	Brief Description
*Adult Basic Learning Exam (ABLE) The Psychological Corporation Revised 1986, 1988 Adults	*Includes 5 or 6 subtests & 3 levels: Vocabulary, Reading, Spelling, Numbers, Problem Solving & Language. Assesses educational achievement of adults. Spanish version available. 130 to 175 minutes.
*Armed Services Vocational Aptitude Battery (ASVAB) Career Exploration Program Revised 1992 U.S. Department of Defense Grade 11 & 12, Post Secondary	*Produces scores on 10 subtests & 3 composites: Academic, Verbal & Math Ability. Career Exploration Program includes the SDS and work values to identify occupations. Approximately 3 hours.
*Career Assessment Program: Aptitude Based Career Decision (ABCD) New 1986, 1992 Grade 8 to Adults Educational Technologies, Inc.	*Assesses 7 aptitudes: Numerical, Analytical & Inductive Reasoning, Numerical Computation, Spatial, Vocabulary & Clerical. Relates scores to 66 occupational families & DOT. Computer-based version available. Takes 100 minutes.
*Career Assessment Program: Interest Based Career Decision (IBCD) New 1988, 1992 Grade 6 to Adults Educational Technologies, Inc.	*Yields scores on 20 dimensions of work related to 11 GOE interest areas & 66 occupational families. Available in 3 versions: paper, audio-visual or computer. Takes 45 minutes.
*Differential Aptitude Test (DAT) Revised 1990. The Psychological Corporation Grade 7 to 12 & Adults	*Contains 8 subtests & yields 9 aptitude scores. Available in 2 levels: Grades 7-9 & 10-12. Norms, Technical & Counselor's manual available. Computer version available. 2 1/2 hours.
*Career Interest Inventory (CII) New 1990 The Psychological Corporation Grade 7 to 12 & Adults	*Yields 15 scores for occupational groups. Available in 2 levels: Grades 7-9 & 10-12. Can be used separate or with DAT to produce a complete profile of aptitude & interests. Approx. 30 min.
*Occupational Aptitude Survey & Interest Schedule (OASIS-2) Aptitude Schedule Revised 1991 Pro-Ed Grade 8 to 12	*Revised to improve psychometrics and usability. Yields 6 scores similar to GATB. Used separately or with Interest Survey. 45 min.

*Occupational Aptitude Survey & Interest Schedule (OASIS-2) Interest Survey Revised 1991 Pro-Ed Grade 8 to 12	*Revised along with Aptitude Survey. Yields 12 scores based on GOE areas. Machine or hand scored. Can be used separately or with Aptitude Survey. 35 min.
*Work Keys New 1993 American college Testing Program Persons entering or in workplace	*Under development, 7 assessments available as of Sept. 93: Reading for Info., Applied Math, Listgening, Writing, Locating Info., Applied Tech., & Teamwork. Criterion referenced skills assessment.
*Campbell Interest & Skills Survey (CISS) New 1992 National Computer Systems High School, College & Adults	*Uses self assessed interest & skills to estimate individual attraction to specific occupations requiring college degrees. Total of 94 scales: 7 orientations, 29 basic & 58 occupations. 35-45 min.
*Career Directions Inventory (CDI) New 1992 SIGMA Press High School, College & Adults	*Based on Jackson Vocational Interest Survey. Provides 7 General Occupational Themes & 15 Basic Interest Scales. Extended report available. Also in French. Approx. 30-45 min.
*Chronicle Career Quest (CCQ) New 1991, 1992 Chronicle Guidance Publications Grade 7 to 12	*Uses 108 (form S) or 144 (Form L) items to yield scores for 12 GOE interest areas. Includes reports for parents & administrators & linkage to career guidance information. Approx. 30-35 min.
*Harrington-O'Shea Career Decision-Making System-Revised CDM-R) Revised 1992 American Guidance Services Grade 7 to 12 & Adults	*Revised to include 2 levels. Uses 96 items to yield 6 scores similar to SDS. Hand & machine scored, available in Spanish. Computer version used with Guidance Information System. 30-45 min.
*Career Beliefs Inventory (CBI) New 1991 Consulting Psychologist Press Grade 8 to Adults	*Assesses 25 career beliefs using 96 items on 5 pt. likert scales. Used to identify beliefs that may be blocking career goals. Machine or hand scored. Approx. 30 min.
*Occupational Stress Inventory (OSI) New 1987 Psychological Assessment Resources Adult workers	*Uses 3 questionnaires to yield 14 scores: Occupational roles (6), personal strain (4) & personal resources (4). Computer version available. Approx. 1 hr.
*Prevocational Assessment Screen (PAS) New 1985 Piney Mountain Press Special needs populations-age 14 to Adults	*Assesses motor and perceptual abilities related to vocational training programs. Yields 7 scores similar to GATB. Handscored, computerized performance matrix available. 1 to 1 1/2 hours.

Counselor's Guide, 3rd Edition-Table of Contents

Selection		# of Pgs.	Author(s)
	Front Material	1	Editor, others
Section I	BACKGROUND & RELATED INFORMATION		
I-1	Counselor's Guide Introduction	12	Editors
I-2	Counselor's Role	10	Herr
I-3	Selecting an Instrument	10	Mehrens
I-4	Using Assessment Instruments	10	Mastie
I-5	Assessment Competencies	8	Garfield & Prediger
Section II	INSTRUMENT REVIEWS		
	Reviews (49 X 5.5 pgs.)	270	Reviewers
Section III	ADDITIONAL ASSESSMENTS		
III-1	Vocational Card Sorts	12	Slaney, et al.
III-2	Portfolios for Career Assessment	12	McDivitt
III-3	Assessment...Computer Assisted Systems	8	Sampson, et al.
III-4	Additional Instruments	40	Kapes & Vacha-Hasse
Section IV	APPENDICES		
IV-A	Sources of Information	12	Jepsen & Kapes
IV-B	Addresses of Publishers	6	Matlock, et.al.
IV-C	Responsibilities/Code of Fair Testing/Multicultural Standards	12	Others
IV-D	User's Matrix	15	Kapes & Vacha-Hasse
INDEX		6	Whitfield
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Instrument Name/Reviewer	Publisher
A. Comprehensive Aptitude and Companion Measures (13)	
ACT Career Planning Program (CPP)	Amer. College Testing
Adult Basis Learning Exam (ABLE)	Psy. Corp.
Apticom	Voc. Res. Institute
Armed Services Vocational Aptitude Battery (ASVAB)	U.S. Dept. of Defense
Career Assessment Program (ABCD/IBCD)	Prep Ed. Tech
Career Survey (CS)	American Testronics
Differential Aptitude Test (DAT)/ Career Interest Inventory (CII)	Psy. Corp.
Employee Aptitude Survey (EAS)	Psy. Services Inc.
General Aptitude Test Battery (GATB)/United States Employment Service	U.S. Dept. of Labor
Interest Inventory (USESII)	
Occupational Aptitude & Interest Survey (OASIS)	Pro-Ed
Test of Adult Basic Education (TABE)	CTB/Macmillan/MG-H
Work Keys	Amer. College Testing
World of Work Inventory (WOWI)	World of Work, Inc.
B. Interest (14)	
Campbell Interest & Skills Survey (CISS)	National Computer S.
Career Assessment Inventory (CAI)	National Computer S.
Career Directions Inventory (CDI)	SIGMA Press
Career Occupational Preference System (COPS)	EDITS
Chronicle Career Quest (CCQ)	Chronicle Guidance
College Major Interest Inventory (CMII)	Consulting Psy. Press
Harrington-O'Shea Career Decision-Making System (CDM)	Amer. Guidance Services
Interest, Determination, Exploration & Assessment System (IDEAS)	National Computer S.
Jackson Vocational Interest Survey (JVIS)	SIGMA Press
Kuder General Interest Survey (Kuder E)	CTB/Macmillan/MG-H
Kuder Occupational Interest Survey (Kuder DD)	CTB/Macmillan/MG-H
Ohio Vocational Interest Survey II (OVIS II)	Psy. Corp.
Self Directed Search (SDS)	Psy. Assess. Resources
Strong Interest Inventory (SII)	Consulting Psy. Press

C. Values/Satisfaction (4)

Minnesota Importance Questionnaire (MIQ)	Voc. Psy. Research
Minnesota Satisfaction Questionnaire (MSQ)	Voc. Psy. Research
Salience Inventory (SI)	Consulting Psy. Press
Values Scale (VS)	Consulting Psy. Press

D. Career Development/Career Maturity (6)

Adult Career Concerns Inventory (ACCI)	Consulting Psy. Press
Assessment of Career Decision Making (ACDM)	Western Psy. Services
Career Beliefs Inventory (CBI)	Consulting Psy. Press
Career Decision Scale (CDS)	Psy. Assess. Resources
Career Development Inventory (CDI)	Consulting Psy. Press
Career Maturity Inventory (CMI)	Chronicle Guidance Publications

E. Personality (5)

California Psychological Inventory (CPI)	Consulting Psy. Press
Myers-Briggs Type Indicator (MBTI)	Consulting Psy. Press
Occupational Stress Inventory (OSI)	Psy. Assess. Resources
Personality Research Form (PRF)	SIGMA Press
Sixteen Personality Factors (16PF)	IPAT

F. Disabled and Disadvantaged (7)

McCarron-Dial System (MDS)	McCarron-Dial
Pictorial Inventory of Careers (PIC)	Talent Assess. Inc.
Prevocational Assessment Screen (PAS)	Piney Mountain Press
Reading-Free Vocational Interest Inventory (RFVII)	Elbern Pub.
Social & Prevocational Information Battery (SPIB)	CTB/Macmillan/MG-H
Talent Assessment Program (TAP)	Talent Assess. Inc.
Wide Range Interest Opinion Test (WRIOT)	Jastak Assoc.

MULTIPLE APTITUDE, ACHIEVEMENT AND COMPREHENSIVE MEASURES

Name of Test/Publisher/Date/Population	*Reference(s)*	*Brief Description*
Aptitudes Bennett & McKnight 1986 High School		A self-report measure which allows students to estimate their aptitudes as measured by the GATB. Students view a filmstrip on aptitudes and complete a 10-item checklist. Includes directions for correlating scores with the 66 Worker Trait Groups.
Ball Aptitude Battery (BAB) Ball Foundation 1986 High School to Adults	MMY9:106 T3:869	Includes 12 tests designed to measure various aptitudes such as: clerical, writing speed, numerical computation, shape assembly, inductive reasoning, paper folding, analytical reasoning, etc. Additional subtests are available in paper/pencil or apparatus form only.
Career Exploration Profile (CEP) Precision People No Date High School to Adults	T3:813	Assesses career-related attitudes, interests, and abilities. Can use self-estimated aptitudes or scores based on objective tests. Compatible with Holland interest code categories. Used in career exploration, counseling and training. Computer scored.
Career and Vocational Form of the SOI-LA Basic Test M & M Systems 1975 Adolescents to Adults	T3:787	Measures 24 cognitive abilities which predict career and vocational options. Consists of subtests taken from the SOI-LA Basic Test. Paper/pencil tests. Suitable for groups. Instructions for self-administration. Computer analysis available.
Career Programs Assessment (CPAt) American College Testing 1981 Adults		Measures both the entry-level and academic skills important to success in educational programs offered by career schools, colleges and other post-secondary institutions. Basic skills test include: Language, Reading, and Numerical.
Comprehensive Ability Battery (CAB) Institute for Personality and Ability Testing 1975-77 Grade 10 to Adults	MMY9:255 MMY8:484 T3:875	Consists of 4 test booklets containing 20 subtests, each designed to measure a primary ability factor related to performance in industrial settings. Examples of scores reported are: verbal and numerical ability, clerical speed and accuracy, memory span, etc.
ETSA Tests Employers' Tests & Services Associates 1957-90 Grade 10 to Adults	MMY11:139 TC9:219 T3:881	Measures general and specific job aptitudes through 8 different tests: general mental ability, office arithmetic, general clerical ability, stenographic skills, mechanical familiarity, mechanical knowledge, sales aptitude, and personal adjustment index.
Experience Exploration Chronicle Guidance Publications 1981 Grade 8 to Adults		Identifies potential occupations by assessing a person's work experiences and interests in 10 occupational areas: outdoor, mechanical, computation, scientific, persuasive, artistic, literary, musical, social service, and clerical.
Explore American College Testing 1992 Grade 8		The entry point into ACT's Educational Planning and Assessment System. Used to stimulate career exploration and to facilitate the development of a plan for the individual student's high school academic program. Includes 4 30-minute multiple-choice tests in English, Mathematics, Reading, and Science Reasoning.
Flanagan Aptitude Classification Test (FACT) SRA/London House 1953 High School to Adults, Prospective Employees	T3:883 B:85	Designed to predict success in various occupational fields via composite occupational scores. Consists of 16 subtests such as: inspection, coding, memory, precision, assembly, scales, coordination, judgment and comprehension, arithmetic, patterns, components, tables, etc.
Flanagan Industrial Tests (FIT) SRA/London House 1960-75 Adults	MMY8:981 TC2:282 T3:884	Measures 18 aptitudes or job tasks involved in supervisory, technical, office, skilled, and entry-level job demands. Designed for selection, placement, reassignment, or reclassification of employees.

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Guilford-Zimmerman Aptitude Survey Sheridan Psychological Services 1947-56 Adults	MMY8:486	Measures the abilities of verbal comprehension, general reasoning, numerical operations, perceptual speed, spatial orientation, and spatial visualization. Each ability measure may be used independently. Designed for use by industrial psychologists, career counselors, and intelligence and aptitude researchers.
Hay Aptitude Test Battery Wonderlic Personnel Test 1947-82 Adults	MMY9:470 T3:934	Assesses clerical and numerical aptitude through 4 paper/pencil tests. Tests include: warm-up (which is not scored), number perception, name finding, and number series completion. Designed to aid in the selection of clerical workers. Hand scored.
Individual Career Exploration (ICE) Scholastic Testing Service 1976-86 Grade 3 to 12	MMY8:1581 T3:825	Measures interests, experience, abilities, and ambitions of students and relates them to future occupations in 8 areas: service, business contact, organization, technology, outdoor, general science, culture, and arts and entertainment. Picture and verbal forms.
Industrial Reading Test (IRT) The Psychological Corporation 1978 Grade 10 to Adults	MMY9:504 T3:886	Contains 9 readings passages and 38 test items on work-relevant topics to assess reading comprehension. Some passages depict sections of technical manual; others are written in the form of company memoranda. All passages are at the secondary reading level.
IPI Aptitude-Intelligence Test Series Industrial Psychology 1982-86 Adults	TC2:363 T3:887	Consists of various aptitude and personality tests such as: dexterity, blocks, parts, numbers, tools, judgement, fluency, sales, etc. Aids in employee selection in 28 job fields such as: computer programmer, dental technician, sales, clerk, etc.
Job Effectiveness Prediction System (JEPS) Life Office Management Association 1986 Adults	T3:894	Paper/pencil test which measures a variety of skills required for a wide range of clerical and technical/professional positions. Examples of subtests include: Numerical Ability, Mathematical Skill, Spelling, etc. Used for selection/placement of employees in insurance companies.
JOBTAP II Educational Testing Service 1986 High School to Adults		A microcomputer-based job training assessment program that measures a wide range of basic work skills. A profile is combined with background information, work experience, and interest to form a career plan identifying job training programs which suit the individual's needs.
Missouri Aptitude and Career Information Inventory (MACII) Missouri Testing and Evaluation Service 1979 Grade 9 to 12	T3:829	Assesses verbal and quantitative aptitudes, and career interests. Combines a test which measures understanding of words and ability to preform fundamental number operations with a career interest measure. Users are asked to indicate occupational likes and dislikes through a list of over 250 titles.
Multidimensional Aptitude Battery (MAB) Sigma Assessment Systems 1982-84 Grade 10 to Adults	MMY10:202 MMY9:728 TC2:501 T3:57	Assesses aptitudes and intelligence through 5 verbal and 5 performance subtests. Yields a profile of scores. Can be individually or group administered using paper/pencil or IBM compatible disk. Mail-in scoring generates narrative report.
National Career Aptitude System (NCAS) Career Passports 1990 Grade 11 to Adults		Assesses ability to learn and perform tasks required for occupations. Yields printout of test results and descriptions of career clusters and occupations related to abilities. Test topics include: Business Situations, Clerical Speed and Accuracy, Logical Reasoning, etc.
Plan American College Testing 1987 Grade 10		Formerly called P-ACT+, a part of ACT's Educational Planning and Assessment System which provides 10th graders with comprehensive information for educational and career planning. Comprised of an interest inventory, a Study Power Assessment, a student information section, and 4 tests of educational development.
Planning Career Goals (PCG) CTB Macmillan/McGraw-Hill 1975-76 Grade 8 to 12	MMY8:1019 T3:833 CG2:213 CG1:140	A 906-item set of paper/pencil tests that combine scores to aid in educational and career planning. Provides the following types of data: the individual's abilities, values, interests, career information, and career and educational plans.

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Revised Beta Examination-Second Edition (BETA-II) The Psychological Corporation 1978 Adults	MMY9:1044 T3:979	Assesses mental abilities in individuals having limited or no reading skills. Consists of 6 tests: mazes, coding, paper form boards, picture completion, clerical checking, and picture absurdities. Can be group administered. Available in Spanish.
Scholastic Level Exam (SLE) Wonderlic Personnel Test 1937-88 Age 15 to Adults		A 50 question, 12 minute timed test of cognitive ability or aptitude for learning. Measures students' ability to understand instructions, keep up with classroom pace, solve problems and use occupational training on the job.
Schubert General Ability Battery (GAB) CTB Macmillan/McGraw-Hill 1986 Grade 10 to Adults	TC3:579 T3:597	Assesses intellectual abilities including verbal, arithmetic, and syllogistic measures of reasoning ability. The 4 subtests are designed to indicate individuals' levels of success and/or placement in school, college, and business.
Student Occupational Competency Achievement Testing (SOCAT) National Occupational Competency Testing Institute No Date Adolescents	T3:306	Consists of many tests that assess achievement in vocational education programs and measure skill and knowledge in 26 vocational fields. Identifies curriculum strength and weakness, used for grade assignments, and evaluation of job applicants.
System for Assessment and Group Evaluation (SAGE)/Compute-A-Match Train-Ease Corporation 1980-86 Age 15 to Adults, EMR, TMR, LD, Disadvantaged, Displaced Workers	T3:806 CG2:218 B:93	Matches aptitudes, educational level, attitudes, and temperament of individuals to jobs and training. Composed of 5 separate components: vocational aptitude battery, vocational interest inventory, measurement of general educational development, assessment of attitudes toward others in working environment, and assessment of temperament.
VOC-TECH Quick Screener (VTQS) CFKR Career Materials 1991 Grade 10 to Adults	T3:840	A screening tool that assesses career aptitudes, interest, and training plans. Aids in matching career goals with jobs, and identifies job options and training. Designed for non-college bound persons. Computer version available.
Watson-Glaser Critical Thinking Appraisal (WGCTA) The Psychological Corporation 1942-80 Adults	MMY9:1347 MMY8:822 TC3:682 T3:629	Measures 5 aspects of critical thinking: drawing sound inferences, recognizing assumptions, deductive reasoning, drawing conclusions, and evaluating arguments. The 80 items contain content that may be controversial, thereby providing a measure of the extent of bias effect on the ability to think critically.
Wesman Personnel Classification Test (PCT) The Psychological Corporation 1965 Adults	TC3:711 T3:926	Measures 2 major aspects of mental ability: verbal reasoning and numerical ability. Verbal items are analogies and numerical items include basic math skills and understanding of quantitative relationships. Aids in the selection of sales people and middle management personnel.
Western Personnel Tests (WPT) Western Psychological Services 1962-72 Adults	TC3:714 T3:981	Five-minute general intelligence test used in personnel screening in professional, college, clerical, skilled, and unskilled populations. Available in English and Spanish in 4 equivalent forms. Administered manually or on IBM compatible disk.
The Wonderlic Personnel Test Western Psychological Services 1959-87 Adults	MMY11:475 MMY9:1385 TC1:769 T3:927	Yields a single score that predicts job applicants' ability to learn on the job, understand directions, innovations, and routine tolerance. Available in 6 equivalent forms. May be individually or group administered by a trained clerk. Includes recommended cut-off scores for various occupations.
Word and Number Assessment Inventory (WNAI) NCS Assessments 1976-77 Grade 9 to Adults	T3:498	Yields 3 scores: verbal, mathematical, and total. Compares these scores with those of individuals at various educational levels and in a number of occupations. Provides career information relevant to the scores, and offers suggestions for improving word and number skills.
Work Content Skills Inventory Strategic Career Services 1982 Adults		Contains 300 specific work-content skills in several occupational areas such as: general management, human resources, leadership and motivation, communications, public relations, banking, accounting, etc. Useful in understanding an individual's performance capabilities.

SPECIFIC APTITUDE AND ACHIEVEMENT MEASURES

Name of Test/Publisher/Date/Population	*Reference(s)*	*Brief Description*
Bennett Hand Tool Dexterity Test (BHTDT) The Psychological Corporation 1981 High School to Adults		Designed to measure manual dexterity and gross motor coordination. Subject removes 12 bolts from one vertical board and places them on another. Task requires the use of four tools: two open end wrenches, one adjustable wrench, and one screwdriver.
Bennett Mechanical Comprehension Test (BMCT) The Psychological Corporation 1940-80 Adults	MMY10:10 TC8:4 T3:1064	Assesses ability to understand physical and mechanical principles. The 68 test items can be group administered by company personnel or by optional tape recordings. Two equivalent forms available. Correlates score with DOT job categories.
Clerical Abilities Battery (CAB) The Psychological Corporation 1987 Adults	MMY11:71	Measures filing, proofreading, and mathematical skills. Tests ability to copy and compare information, use tables, and reason with numbers. The 7 tests can be administered separately or as a total battery. Available in 2 forms: A-industry, B-schools.
Clerical Skills Series (CSS) CTB Macmillan/McGraw-Hill 1966-77 Age 16 to Adults	T3:930	Consists of 10 tests to assess verbal and nonverbal abilities. The tests include: filing, arithmetic, clerical speed and accuracy, coding, eye-hand accuracy, grammar and punctuation, spelling, spelling vocabulary, vocabulary, and word fluency. Designed for pre-employment screening.
Computer Aptitude, Literacy, and Interest Profile (CALIP) PRO-Ed 1984 Adults	MMY10:72 MMY9:259 TC7:131 T3:787	Assesses computer aptitude, literacy, and interests. Many of the 138 items on this paper/pencil test are visiual. Includes 6 subtests such as: logic structures, computer literacy, estimation, etc. Generates a single aptitude score. May be used with persons with learning disabilities.
Computer Competence Tests (CCT) The Psychological Corporation 1986 Adults	MMY10:73 T3:272	Measures knowledge of computer history, operations, and application of computer technology. Based on generic computer knowledge. Uses a multiple-choice format for 5 test modules: development and impact, computer operations I and II, and applications I and II.
Computer Operator Aptitude Battery (COAB) SRA/London House 1974 Computer Operator Applicants and Trainees	T3:952 B:85	Consists of 3 subtests: sequence recognition, format checking, and logical thinking. Scores from subtests combine to predict job performance of computer operators and to identify those applicants with the potential to succeed as a computer operator.
Computer Programmer Aptitude Battery (CPAB) SRA/London House 1964-85 Computer Programmer Trainees	MMY11:85 T3:953 B:85	Designed to assess an individual's potential to succeed as a computer programmer. Consists of 5 aptitude subtests: verbal meaning, reasoning, letter series, number ability, and diagramming. Oriented for both computer-experienced and unexperienced students.
Crawford Small Parts Dexterity Test (CSPDT) The Psychological Corporation 1946-56 High School to Adults	T3:1065	Measures eye-hand coordination and fine finger dexterity in two parts. Part I-Subject uses tweezers to insert pins in close-fitting holes, and then places collars on the pins. Part II-Subject places small screws in holes by hand, and then uses a screwdriver to screw them down.
Dvorine Color Vision Test The Psychological Corporation 1958 General Population	T3:725	Designed to identify defective color vision. Consists of 2 parts that determine type and degree of vision defect. Each plate features a design of colored dots against a background of contrasting dots which appear shapeless to the colorblind.
General Clerical Test (GCT) The Psychological Corporation 1944-88 Adults	MMY8:1033 TC3:296 T3:933	Assesses abilities needed for many higher level administrative and paraprofessional positions. Consists of 9 tests which yield 3 ability scores: clerical speed and accuracy, numerical ability, and verbal ability.

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Intuitive Mechanics SRA/London House 1984 Adults	T3:1066	Paper/pencil test that measures the ability to understand mechanical relationships or to visualize internal movement in a mechanical system. Used in vocational counseling or personnel selection to identify individuals with high mechanical interest and ability.
Manipulative Aptitudes Test (MAT) Western Psychological Services 1967 Grade 9 to Adults	MMY8:1040	Uses rectangular plexiglass board with sockets and a T-bar to measure eye-hand coordination and manual dexterity. Requires movement of hands, arms, and fingers in thrusting and twisting motions during 2 tasks, first using the preferred hand and then using both hands.
McQuarrie Test for Mechanical Ability (MTMA) CTB Macmillan/McGraw-Hill 1925-53 Grade 7 to Adults		Measures mechanical comprehension as indicated by the ability to visualize a mechanical system where there is internal movement or displacement of parts. Used in vocational counseling or personnel selection to identify individuals with high mechanical interest and ability.
Mechanical Movements SRA/London House 1984 Adults	T3:1067	Measures finger dexterity, eye-hand coordination, and visualization abilities required in office and factory tasks. May also be used by special educators to evaluate motor skills. Contains 7 subtests which can be used separately or in combination.
Minnesota Clerical Test (MCT) The Psychological Corporation 1933-79 Clerical Applicants	MMY9:713 MMY6:1040 T3:938	Designed to measure clerical aptitude. Focus is on perceptual speed and accuracy in 2 tasks: name comparison and number comparison. Each part consists of 100 pairs that the subject must identify as identical or dissimilar. Screens entry-level positions such as typists, clerks, etc.
Minnesota Rate of Manipulation Test, 1969 Edition (MRMT) American Guidance Service 1931-69 Grade 7 to Adults	MMY7:1046 T3:1067	Measures arm-hand dexterity using a form board with 60 round holes and 60 cylinders that fit into the holes. Consists of 5 different manipulative activities: placing, turning, displacing, one-hand turning, and two-hand turning. Also provides norms and instructions for the blind.
Minnesota Spatial Relations Test, Revised Edition (MSRT) American Guidance Service Test Division 1933-79 Grade 10 to Adults	MMY9:723 T3:614	Assesses spatial visualization ability and the ability to manipulate three-dimensional objects. This timed test consists of the transfer of blocks from one board to their proper place in the connected board as quickly as possible.
O'Conner Finger Dexterity Test Stoelting Company 1920-26 Age 14 to Adults	MMY6:1078 T3:1069	Designed to measure motor coordination and finger and manual dexterity. Consists of plate containing 100 holes arranged in 10 rows. Subject's task is to insert small metal pins, in groups of three, as rapidly as possible.
O'Conner Tweezer Dexterity Test Stoelting Company 1920-28 Age 14 to Adults	MMY6:1079 T3:1069	Designed to measure motor coordination and finger and manual dexterity. Consists of plate containing 100 holes arranged in 10 rows. Subject's task is to insert small metal pins, one by one, into each of the holes, using metal tweezers.
Office Skills Test SRA/London House 1977 Entry Level Applicants in the Business Field	MMY9:857 T3:939 B:85	Designed to measure clerical ability of entry level job applicants via 12 subtests: checking, coding, filing, form completion, grammar, numerical, oral directional, punctuation, reading comprehension, spelling, typing, and vocabulary.
Pennsylvania Bi-Manual Worksample American Guidance Service 1943-45 Age 16 to 39	T3:1070	Measures manual dexterity and eye-hand coordination in two parts: Assembly-requires manually assembling bolts and nuts, and then placing them in a hole in the board, and Disassembly-requires removing the assemblies from the hole, taking them apart, and returning the parts to their bins.
Perceptual Speed SRA/London House 1987 Adults	T3:939	Measures the ability to quickly identify similarities and differences in visual configuration. This 5 minute timed test can be used to aid in selecting personnel for occupations requiring rapid perception of inaccuracies in written material, numbers, or diagrams.

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The Pin Test Psychological Assessment Resource 1989 Age 16 to 69	T3:117	Measures manual dexterity, speed, and visual acuity. Requires the individual to push a pin through a patterned set of holes, making indentations in the trial sheet. Consists of 4 30-second trials, 2 with each hand.
Purdue Pegboard SRA/London House 1941-68 Grade 9 to Adults	T3:1070	Measures gross movement of hands, fingers, and arms, and tip of finger dexterity. Consists of pegboard containing 2 rows of 25 holes into which pins are inserted individually with the right hand, left hand, and both hands.
Revised Minnesota Paper Form Board The Psychological Corporation 1970 Adults	MMY9:1045 T3:1071	Consists of 64 two-dimensional diagrams which assess spatial perception and mechanical-spatial ability as they relate to artistic and mechanical aptitudes. Aids in employee selection for occupations such as drafting, engineering, and electrical work.
Seashore-Bennett Stenographic Proficiency Test The Psychological Corporation 1956 Adults	T3:947	Duplicates tasks of a stenographer through dictation and transcription of notes into business letters. The recorded dictation ensures accurate timing and identical presentation to all examinees. Work samples yield a numerical score and can be examined for accuracy and appearance. Not sold to schools.
Short Employment Tests (SET) The Psychological Corporation 1972-78 Adults	MMY9:1124 T3:947 B:85	Designed to measure verbal, numerical, and clerical aptitudes via 3 tasks: recognize synonyms, perform arithmetic computations, and locate proper names in an alphabetical list and assign codes to the amount associated with each name.
Short Tests of Clerical Ability (STCA) SRA/London House 1959-73 Applicants for Office Positions	MMY8:1039 T3:948	Measures 7 clerical aptitudes and abilities: arithmetic, business vocabulary, checking, coding, directions-oral and written, filing, and language. Useful for selection and placement in various office jobs such as: secretary, stenographer, office clerk, etc.
Space Relations (Paper Puzzles) SRA/London House 1984 Adults	T3:914	Used in vocational counseling or personnel selection to identify individuals with high mechanical interest and ability. Measures the ability to visually select a combination of flat pieces which fit together to cover a given two-dimensional space.
Space Thinking (Flags) SRA/London House 1984 Adults	T3:914	Measures the ability to visualize a rigid configuration when it is moved into different positions. This 5 minute timed test may be used to aid in identifying individuals with mechanical interest and ability.
SRA Clerical Aptitudes SRA/London House 1947 Grade 9 to Adults	T3:948	Measures 3 aptitudes necessary for job performance in office positions: vocabulary, arithmetic, and detail checking. Designed for assistance in selection of office personnel.
SRA Mechanical Aptitudes SRA/London House 1947 Grade 12 to Adults	T3:1072	Measures ability to learn mechanical skills in 3 areas: mechanical knowledge, space relations, and shop arithmetic. Designed for assistance in selection of entry-level applicants and trainees.
SRA Pictorial Reasoning Test (PRT) SRA/London House 1967-73 Age 14 to Adults	T3:980 B:85	Provides a general measure of the learning potential of individuals from diverse backgrounds with reading difficulties. Helpful in identifying an individual's potential for training and employment.
SRA Test of Mechanical Concepts SRA/London House 1976 Grade 8 to Adults	MMY8:1045 T3:1072 B:85	Measures an individual's ability to visualize and comprehend basic mechanical and spatial interrelationships. Reports 4 scores: mechanical interrelationships, mechanical tools and devices, spatial relations, and total.
Stromberg Dexterity Test (SDT) The Psychological Corporation 1945-51 Trade School & Adults	MMY4:774 T3:1073	Designed to aid in choosing workers for jobs requiring speed and accuracy of arm and hand movement. Test consists of 54 red, blue, and yellow discs and a durable board containing 54 holes on one side. Subject is timed sorting discs by color, and placing them in the holes.

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Typing Test for Business (TTB) The Psychological Corporation 1984 Adults	T3:949	Measures keyboarding skills in 5 categories: straight copy, business letters, revised manuscripts, numbers, and tables. Can be used to screen applicants for clerical positions. Not sold to schools.
Word Processing Test (WPT) The Psychological Corporation 1985 Adults	MMY10:392 TC7:639 T3:962	Tests for speed, accuracy and knowledge of word processing functions. Also measures input and edit capabilities on a Wang word processor. A selection or promotion tool with job applicants or current employees.
Word Processor Assessment Battery (WPAB) SRA/London House 1984 Word Processing Students & Adults	TC8:745 T3:963	Measures 2 operating abilities related to success in word processing occupations: inputting and editing material. Yields 4 scores: text input and edit, table input and edit. Each subtest scored by speed and accuracy. Used for job selection and placement. Two forms available

INTEREST INVENTORIES

Name of Test/Publisher/Date/Population	*Reference(s)*	*Brief Description*
Applied Biological and Agribusiness Interest Inventory The Interstate Printers and Publishers 1965-71 Grade 8	MMY8:990	Designed to measure a student's interests in biological and agribusiness occupations. Contains 100 items that assess specific interests such as: animals, plants, mechanics, business, etc.
Canadian Occupational Interest Inventory (COII) Nelson Canada Limited 1981-82 Adults	MMY9:188 T3:982	Measures adults' attitudes toward occupationally related activities. The following dichotomous factors are included: things vs. people, business contact vs. scientific, routine vs. creative, social vs. solitary, and prestige vs. production.
Career Area Interest Checklist Bennett & McKnight 1986 High School Seniors		Abbreviated version of the Career Interest Survey. Determines students' preferences for 12 career area interests such as: artistic, plant and animals, mechanical, industrial, selling, humanitarian, leading/influencing, etc. Students respond to 144 work activities.
Career Assessment Battery Piney Mountain 1991 Grade 8 to Adults, Non-readers		A survey measure that assesses an individual's self-perception of interest, abilities and needs. Addresses 112 major worker trait clusters utilizing a video presentation. Users make occupational choices in areas such as: School Subjects, Work Load, Work Area, Work Situations, etc.
Career Compass Meridian Education Corporation 1988-92 Junior High to High School		Covers general career clusters, major work groups and specific occupations based on student responses to 70 work activity questions. Program printouts provide a career interest profile, additional information and a listing of related sample occupations for top 3 interest clusters.
Career Exploration Inventory (CEI) Jist Works, Inc. 1992 Adolescents to Adults		A self-scoring and self-interpreting measure which identifies the user's major interest clusters, explores a variety of work, leisure and educational options, and develops a career action plan.
Career Exploration Series (CES) CFKR Career Materials, Inc. 1979-81 Grade 9 to Adults	MMY11:60 MMY9:196 T3:814	Designed to help students identify specific jobs that match their educational goals and interest areas. Focuses on 6 occupational areas, such as: agriculture-conservation-forestry, business-sales-management-clerical, consumer/home economics-related fields, etc.
Career Finder Wintergreen 1984-93 Grade 5 to Adults		A computer assessment of 18 items. Print out provides the 20 best matches from over 450 occupations. Gives current information on: job duties, salary ranges, educational requirements, availability, and easy reference to the DOT.
Career Guidance Inventory Educational Guidance, Inc. 1972-79 Grade 7 to College	MMY11:61 MMY9:197 MMY8:996 T3:814	Measures comparative strength of students' interests in trades, services, and technologies. Scores reported for 14 engineering-related occupations (e.g., carpentry, masonry, technology), and 11 non-engineering-related occupations (e.g., communications, medical technology).
Career Interests Strategic Career Services 1982 Adults		Identifies an individual's interests and compares them to over 1,500 traditional and non-traditional, existing and emerging occupational fields. Also useful in exploring the possibilities of home-based businesses, independent consulting services and franchises.
Career Interest Survey Bennett & McKnight 1986 High School Students		Designed to measure students' likes and dislikes for 180 common work activities. Provides scores for 12 interest areas such as: scientific, protective, industrial, selling, accommodating, etc. Accompanied by Career Goal Worksheet to stimulate further career exploration.

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Career Interest Test (CIT) Educational and Industrial Test Services Ltd. 1971-83 Adolescents to Adults	MMY9:198 T3:983	Measures vocational interests in 6 areas: outdoor-physical, scientific-theoretical, social service, aesthetic-literary, commercial-clerical, and practical-technical.
Career Key (CK) College of Education, North Carolina State 1993 High School to Adults	MECD:7/90	Self-administered instrument that assesses Holland codes and directs users to occupations related to their type. Provides explanation of Holland's theory and gives the volume/page number of identified occupations in the Encyclopedia of Careers and Vocational Guidance.
Career Orientation and Planning Profile (COPP) Career, Education, & Associates, Inc. 1982-91 Grade 7 to 9		Identifies and provides a profile of one's ability to choose among occupations by helping evaluate 3 factors: true self, occupational requirements and opportunities, and exploratory experiences through occupational tryouts.
Career Planning System (CPS) The Conover Company, Ltd. 1985 Grade 9 to Adults		Software designed for individuals with limited experience in planning careers. Consists of 50 questions to identify interests. Provides printout of results and priorities for exploration. Includes a tracking system to assist with interest area changes and options. Requires Apple II System.
Career Targets COIN 1990-93 Middle School to High School		Provides assessment, career exploration and individual career plans. Includes 3 parts: a self-scored, self-administered inventory linking students' interests to 14 career clusters, an investigation of the world of work through exploration activities, and activities that emphasize the importance of education and the development of a high school plan.
Career and Vocational Interest Inventory Integrated Professional Systems, Inc. No Date Adolescents to Adults	T3:812	Measures an individual's career and vocational interests by assessing over 30 basic vocational interests. Assists the user in making educational and/or career decisions. Provides scores on the six Holland themes. Computer scored.
College Major and Vocational Program Selector COIN 1990 Grade 11 to College Sophomores		Part I is a self-assessment that helps students to identify characteristics about themselves and relate personal characteristics to over 600 college majors and vocational programs. In Part II, students match themselves with a Personal Orientation and select the matching college majors or vocational programs.
Curtis Interest Scale Psychometric Affiliates 1959 Grade 9 to Adults	MMY6:1052 T3:984	Assesses interest in 10 areas: business, mechanics, applied arts, direct sales, production, science, entertainment, interpersonal, computation, and farming. Also yields a rating for the desire for responsibility.
Educational Interest Inventory, Revised Edition (EII) Educational Guidance, Inc. 1962-77 Grade 10 to Adults	MMY11:123 MMY9:377 MMY8:1002 MMY7:1017 T3:821	Measures interest in formal, post-secondary educational programs. Includes 235 forced-choice items. Consists of 47 scales: agriculture sciences, engineering, foreign language, health sciences, psychology, law, home economics, etc. Paper/pencil version only.
Emerging Occupations Interest Inventory CFKR Career Materials, Inc. 1986 Junior High School to Adults		Computer program that matches an individual's interests against the characteristics of nearly 100 occupations. A specific occupation for which the individual is best suited is indicated at the conclusion. User is referred to accompanying guide book which provides in-depth information regarding various occupations. IBM/Apple.
Explore the World of Work (E-WOW) CFKR Career Materials, Inc. 1991 Adults	T3:821	Designed as a quick assessment using 36 graphics: 24 work activities and 12 work values. Developed for adult retraining and reentry programs. This instrument is a pictorial form of JOB-O to accommodate low reading levels. Available in Spanish.
Gordon Occupational Checklist II The Psychological Corporation 1981-81 Grade 8 to Adults	MMY9:443 MMY7:1019 T3:822	Designed to measure areas of job interests for individuals seeking education and job training below the college level. Includes 6 broad vocational interest categories: business, arts, outdoors, technical-mechanical, technical-industrial and service.

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Group Interest Sort The Conover Company, Ltd. 1987 Elementary Grades, Non-readers		Consists of 50 questions presented in a multi-media format: audiovisual, print, and computer-based. Utilizes activities rather than job titles. Intended for use with individuals who know little about the world of work.
Guilford-Zimmerman Interest Inventory Consulting Psychologists Press, Inc. 1963-89 Adults		Assesses career interests and personal values. A 150-item inventory which aids in job searches by determination of areas compatible with interests and values. This self-scoring instrument yields scores on 10 scales.
Hackman-Gaither Interest Inventory Psychological Service Center of Philadelphia 1968 Grade 7 to Adults		Assesses an individual's vocational interests and preferences in the following areas: business, sales, science, art, health and welfare, business clerical, mechanical, service, and outdoor activities.
High School Career-Course Planner CFKR Career Materials, Inc. 1990 Adolescents	T3:824	Used to evaluate career interest and develop a course plan that is consistent with self-assessed career goals. Measures interests in 6 occupational areas: working with tools, working with people, creating new things, solving problems, and doing physical work.
How Well Do You Know Your Interests? Psychologists and Educators Inc. 1974 Grade 10 to Adults	MMY11:165 T3:825	Designed to measure attitudes towards jobs, activities, things, and people in 10 vocational areas: business, mechanical, outdoor, service, research, amusement, visual art, literacy, music and general work attitudes.
Inventory of Interests Guidance Testing Associates 1971 Adolescents to Adults	MMY9:525	Provides ratings for 136 occupations in 14 areas that parallel the 1965 edition of the DOT. Also contains information on 56 majors commonly found in college guides. Designed primarily for use as a counseling aid.
Judgement of Occupational Behavior-Orientation (JOB-O) CFKR Career Materials, Inc. 1978-85 Grade 4 to Adults	MMY10:16 MMY9:560 CG1:69	Uses a 9-item questionnaire to yield 9 scores: education, interest, inclusion, control, affection, physical activity, hands/tool/machinery, problem solving, and creating ideas. Scores are compared to 120 job titles. Designed to emphasize job awareness and promote job exploration. Three versions: grades 4-6, 7-10, and 10-adult.
Kuder Career Development Inventory SRA/London House 1975-77 Grade 9 to 12, Out of School Youth, & Adults	MMY8:995 MMY9:995 CG1:136	Consists of Personal Data Form and Kuder General Interest Survey. Provides scores for 6 broad interest areas (e.g., technical/mechanical) at 3 levels (early, delayed, late). Also reports an Academic Level of Interest score.
Milwaukee Academic Interest Inventory Western Psychological Services 1973 Grade 12 to College	T3:829	Designed to aid college-bound seniors and college freshmen and sophomores in selecting a major. Assesses academic study interest in 6 major areas: physical science, healing occupations, behavioral science, economics, humanities-social studies, and elementary education.
Occupational Clues Jist Works, Inc. 1993 Adolescents to Adults		Used to clarify skills, experiences, values and other traits for good career decisions. Based on 6 checklists: occupational interests, work-related values, leisure activities, home activities, school and training subjects, and work experience. Long and short forms available.
Safran Student's Interest Inventory, Third Edition (SSII) Nelson Canada 1960-76 Grade 8 to 12	T3:834	Measures interests and generates individual scores in 7 areas: economic, technical, outdoor, service, humane, artistic, and scientific. Also provides 4 ability self-ratings: academic, mechanical, social, and clerical.
UNIACT IV American College Testing 1973-84 High School to Young Adults	MMY9:43 TC:1	A unisex interest inventory designed to eliminate sex-role stereotyping. Is a component of the ACT Career Planning Program and the Discover computer-based guidance system. Students respond to 90 activities grouped into 6 areas: science, creative arts, social service, business contact, business detail, and technical.

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USES Interest Checklist U.S. Department of Labor 1979 Adults	MMY11:453 B:85	Users check "like," "dislike," or "uncertain" for 210 work activity statements. Designed for individuals with no stated work interest or who are unaware of the variety of available jobs/occupations. Used as a counseling tool; is not scored.
Vocational Interest, Experience & Skill Assessment (VIESA) American College Testing 1983-86 Grade 8 to Adults	MMY9:1338 T3:839 CG2:132	Composed of 8 basic units designed to aid individuals in expanding self-awareness, developing career awareness, identifying personally relevant career options and exploring and evaluating career option. Users relate information about themselves to 500 occupations.
Vocational Interest Inventory (VII) Western Psychological Services 1981 Grade 9 to College	MMY9:1339 T3:83[illegible] CG2:137	Designed to help students isolate their strongest interests and relate them to specific education programs and occupations. Uses 112 forced-choice items to measure student's relative interest in 8 occupational areas. Must be machine scored.
Vocational Interest Profile Report Cambridge Career Products 1983 High School		A micro-computer program which analyzes students' choices of preferred work activities and ranks them according to 12 broad work categories. Provides a detailed report of 12 occupational categories and their descriptions, examples of jobs within each category, and references to the GOE and DOT. Available for Apple and IBM.
Vocational Research Interest Inventory (VRII) Vocational Research Institute 1985-92 High School to Adults	T3:840	Measures 12 interest areas tied to the GOE and DOT. Provides individuals with a profile analysis. Contains separate pre-vocational and vocational norms. Two versions: paper/pencil and software compatible with Apple/IBM personal computers. Available in Spanish.
What I Like To Do SRA/London House 1954-75 Grade 4 to 7	MMY8:709	Designed to identify the interests, and curricular and career preferences of children in the intermediate grades. Scores are provided for the following 4 broad areas: play, academic, arts, and occupations.
Work Activities Checklist Bennett & McKnight 1986 High School		Uses a "Work Activities" filmstrip, which describes 10 basic types of work activities. A 10-item checklist is completed to identify preferences for work activities. Provides relationships between activities and Worker Trait Groups of the DOT.
Work Activities Inventory Cambridge Career Products 1984 High School		A micro-computer program designed to aid students in their selection of an area of study related to their interests and goals. Contains a total of 30 areas from 6 work activity categories: doers, investigators, creators, organizers, influencers, and helpers.

MEASURES OF WORK VALUES, SATISFACTION AND ENVIRONMENTS

Name of Test/Publisher/Date/Population	*Reference(s)*	*Brief Description*
California Life Goals Evaluation Schedules Western Psychological Services 1969 Grade 10 to Adults	TC6:60 T3:161	Aids in differentiation of life goals from interests. Measures 10 life goals through 150 statements answered on a 5-point scale. Used in career planning, college counseling, and retirement adjustments. Takes about 30 minutes to administer; is easily scored and interpreted.
Career Orientation Placement and Evaluation Survey (COPES) Educational and Industrial Testing Service (Edits) 1978 Grade 8 to Adults	T3:815 MECD:10/85	Measures the following 8 dimensions of personal values related to career evaluation and selection: investigative, practical, independent, leadership, orderliness, recognition, aesthetic, and social. Designed to increase self-awareness. Component of the COPSystem.
Career Values Scale Talico 1987-91 Adults		Aids in evaluation of career interests, goals, needs, and aspirations. The questionnaire consists of 80 items of preference alternatives in 4 categories: work environment, employment position, ambition, and career introspection.
Common-Metric Questionnaire (CMQ) The Psychological Corporation 1991 Adults		Job analysis questionnaire that provides a set of descriptors that is applicable to all types of job environments. Measures 4 dimensions: interpersonal, decision making, mechanical and physical activities, and work Context. Can be used for selection test validation.
Employability Attitudes Prep 1973-93 Grade 9 to Adults	T3:1000	Assesses job seeking and job keeping attitudes via a self-paced audiovisual format. Identifies "attitudinal gaps" through comparison of individuals' responses and employers' expectations, and prescribes specific learning activities to help close those gaps.
Employment Readiness Scale Anthony M. Alfano 1973 Grade 9 to Adults		Measures work values to determine an individual's readiness for employment. Especially applicable for high school students planning to work in an unskilled or semi-skilled employment setting upon graduation.
Fleishman Job Analysis Survey (F-JAS) Consulting Psychologists Press 1992 Adults		A 74-item questionnaire used to determine ability requirements of jobs. Users respond to statements on a 7 point Likert-scale. Covers the full range of human abilities such as: cognitive, psychomotor, etc. Self-scored.
Hall Occupational Orientation Inventory (HALL) Scholastic Testing Service 1968-89 Grade 3 to Adults	MMY8:1003 TC:1 T3:822 CG1:102 MEG:1/79	Measures psychological needs that are correlated to personality traits and job characteristics identified by the U.S. Dept. of Labor. Provides 22 scores such as: self-actualization, creativity, location concern, etc. Useful in broadening the individual's perceptions of potential and priorities. Four levels available.
Individual Style Survey (ISS) Psychometrics Canada Ltd. 1989 Grade 9 to Adults		Provides a structured activity for self and interpersonal development, with an emphasis on the unique way in which individuals respond to events and people in the environment. Includes a self-perception form and 3 forms to give to others to assess the user's style.
Job Descriptive Index, Revised (JDI Rev) Bowling Green State University 1975 Adults	MMY9:550 TC9:319 T3:1006	Provides an assessment of job satisfaction in any occupational field. Measures the following 5 components of satisfaction: work on present job, present pay, opportunities for promotion, supervision on present job, and people on present job.
Job Style Indicator (JSI) Career Research & Testing 1988-93 Adults		Contains 16 items which compare perceptions of a particular job with an individual's personal style. Reveals the preferred work style of a specific job and is useful in exploring the person-job match. Designed to complement the Personal Style Indicator.

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Minnesota Job Description Questionnaire (MJDQ) Vocational Psychology Research 1967 Adults	TC6:350 T3:1012	Measures the working environment in terms of a profile of need-satisfaction characteristics. Aids in the person-job match of jobs along 21 reinforcer dimensions such as variety, creativity, security, recognition, authority, independence, etc.
Ohio Work Values Inventory Bradford J. Fenner 1971-74 Grade 3 to Adults	MMY8:1017 MECD:10/85	An inventory designed to measure work values in 11 areas: altruism, object orientation, security, control, self-realization, independence, money, task satisfaction, solitude, ideas or data orientation, and prestige.
Personal Style Indicator (PSI) Career Research & Testing 1988 Adults		A 16-item questionnaire that reveals personality and work style. Yields scores on behavioral, cognitive, affection and interpersonal dimensions. Contains detailed descriptions of 21 behavioral patterns. Self-administered and self-scored.
Position Analysis Questionnaire (PAQ) Consulting Psychologists Press 1969-92 Adults	TC5:326 T3:1020	Contains 189 job elements sampling what employees do to get their jobs done. Focus is on 6 behavioral areas: information input, mediation processes, work output, interpersonal activities, work situation and job context, and miscellaneous aspects.
Position Classification Inventory (PCI) Psychological Assessment Resource 1991 Adults	T3:1020	Uses Holland Codes to classify positions/occupations to assess person-job fit. Employees and supervisors complete an inventory which describes demands and skills required in a job by rating items on a 3 point scale. Both scores are compared to aid in determination of job fit.
Principles, Attitudes & Values for Employment (PAVE) Educational Technologies Currently Under Development Grade 9 to Adults		A revised, computerized version of Employability Attitudes that provides assessment and instruction in 31 attitudes, values and ethics. Assessment categories include: personal feelings, social orientation, detail orientation, etc. Instruction provided in areas such as: effective communication, understanding self, motivation for work, etc.
Rokeach Value Survey Consulting Psychologists Press 1967-82 Age 11 to Adults	MMY9:1058 MMY8:660 TC1:549 T3:250	A self-scoring survey which contains items related to life-style and behavioral values. Utilizes a list of 18 terminal values and 18 instrumental values to aid in the determination of value priorities and assist in making life choices. A value's score is its rank.
Satisfaction Research Questionnaire (SRQ) Sigma Assessment Systems 1992 Adults		Measures job satisfaction using 6 scales which reflect work and work environments: challenge, comfort, co-workers, pay, resource adequacy, and total score. Respondents either agree or disagree with 80 statements. Machine-scored by publisher.
Study of Values (SOV) Riverside Publishing Company 1931-70 Grade 10 to Adults	MMY9:1205 MMY8:686 TC:1 T3:776	Measures the relative prominence of 6 basic values or personality motives in a forced choice format: theoretical, economic, aesthetic, social, political, and religious. Useful for student educational and vocational planning, guidance, personnel selection and research.
Survey of Interpersonal Values (SIV) SRA/London House 1960 Adolescents to Adults	TC2:759 T3:226	Measures 6 values involving relationships between people: support, conformity, recognition, independence, benevolence, and leadership. The 90 items are arranged in sets of 3 with each item ranked from "most" to "least" important.
Survey of Personal Values (SPV) SRA/London House 1964 Grade 10 to Adults	MMY10:354 TC2:773 T3:1030	Measures 6 values: practical mindedness, achievement, variety, decisiveness, orderliness, and goal orientation. This self-report consists of 90 items. Each item contains 3 of the 6 values which are ranked by selecting "most" or "least" important.
Work Motivation Inventory (WMI) Teleometrics International 1967-73 Adults	MMY8:1189 T3:1038	Yields 5 work maturation scores: basic creature comfort, safety and order, belonging and affiliation, ego-status, actualization, and self-expression. Separate measures are designed for managers and employees.
Work Values Inventory (WVI) Houghton Mifflin Co. 1968-70 Grade 7 to Adults	MMY8:1030 TC:2 T3:841 CG1:170	Assesses 15 values related to an individual's vocational satisfaction and success, such as: altruism, esthetics, intellectual stimulation, economic returns, security, supervisor relations, variety, and a way of life, etc. Designed for use in academic and vocational counseling.

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CARD SORTS

Name of Test/Publisher/Date/Population	*Reference(s)*	*Brief Description*
Career Values Card Sort Kit Career Research and Testing 1975-93 Adults		Contains 41 cards which describe work satisfaction such as: time freedom, precision work, power, technical competence, public contact, etc. Useful with job seekers, career changers, and those wishing to improve their present jobs. Includes guidelines for use.
College Major Card Sort College Major Card Sort 1980 Grade 7 to 12 & College		Provides students with an overall picture of common college majors, including information on background skill courses required in college and several occupational outlets for each major. Helpful in establishing a starting place for career exploration.
Deal-Me-In Career Systems 1985 High School to Adults		A deck of 52 playing cards used to explore interests. Different activities are illustrated on each card. Four color-coded "suits" correspond to four interest categories: people, data, things, ideas. Can play solitaire or gin rummy.
It's in the Cards Career Systems 1992 High School to Adults		Using the Deal-Me-In Card deck, a companion guide that contains examples of various uses. Covers 22 real job situations in 4 work areas: job search, job orientation, performance and reputation, and enrichment and enhancement.
Missouri Occupational Card Sort (MOCS) Career Planning and Placement Service 1980 Grade 11 & 12, College-bound, & Adults	CG1:148 MEG:10/81	Designed to broaden knowledge of self and of specific occupations. Encourages further self and career exploration by increasing the number of occupations under consideration. Contains 90 occupations divided into Holland codes.
Missouri Occupational Preference Inventory (MOPI) Human Systems Consultants 1980 High School to Adults	CG1:149	Designed to assist individuals in exploring potential careers, understanding reasons for occupational choices, and in planning further exploration. Consists of 180 occupations subdivided by educational requirements: high school, beyond high school, and college.
Motivated Skills Card Sort (MSCS) Career Research and Testing 1981 Grade 7 to Adults		Provides assessment of proficiency in, and motivation to use 48 skills. Primarily used to identify skills important to an individual's career satisfaction and success. Contains 48 skill cards and 8 category cards.
Non-Sexist Vocational Card Sort NSVCS 1974 High School to Adults	CG1:150 MEG:10/81	Examines the following areas that can limit perceived vocational options: feelings, values, needs, interests, fears, fantasies, life style preferences and the internalized sex, race, and class stereotypes. Contains 76 occupations.
Occupational Interest Card Sort (OICS) Career Research and Testing 1981 Grade 7 to Adults		Designed to assist individuals in identifying and clarifying preferred occupations. Contains 113 occupation cards, 5 category cards, and 9 supplementary activities designed to stimulate career exploration.
Occ-U-Sort CTB Macmillan/McGraw-Hill 1981 Grade 11 to Adults	MMY9:853 T3:830 CG1:151 MECD:10/82 MEG:10/81	Contains 180 occupations based on Holland's RIASEC typology. Designed to: stimulate career exploration, aid in the career decision making process, stimulate individual thinking about motives for occupational choice, increase self-awareness, broaden options, and increase awareness of the world of work.
Slaney Vocational Card Sort R. B. Slaney 1978-81 High School to Adults		Provides insight into the relationship between interests, abilities, and personality traits and occupational selection. Contains 80 occupational titles selected from the Strong-Campbell Interest Inventory. Holland code is determined from client ranking of Holland types.

Vocational Insight and Exploration Kit (VIEK)
Psychological Assessment Resources
1970-92
High School to Adults

MMY9:1337
MEG:10/81

Focuses on eliminating career indecision by broadening self-awareness and self-exploration, increasing the range of vocational options, and clarifying pros and cons of vocational alternatives.

Vo-Tech Major Card Sort
College Major Card Sort
1982
Grade 7 to 12 & College

Provides students with an overview of common vo-tech majors, including information on the background courses and skills required, training opportunities, and occupational outlets for each major. Helpful in establishing a starting point for career exploration.

CAREER DEVELOPMENT/MATURITY INSTRUMENTS

Name of Test/Publisher/Date/Population	*Reference(s)*	*Brief Description*
Career Action Inventory Career Systems 1988 Adults		A 75-question self-assessment inventory to determine what an individual is doing now about career planning and professional development. Includes a comprehensive discussion of inventory results and offers specific ideas for taking action to improve chances for success.
Career Attitudes and Strategies Inventory (CASI) Psychological Assessment Resource 1994 Adults		A 156 item self-report inventory that elicits attitudes, strategies, experience, and obstacles that influence career development. Consists of 9 scales such as: job satisfaction, work involvement, career worries, etc. A profile sheet summarizes report and charts scores.
Career Awareness Inventory (CAI) Scholastic Testing Service 1974-80 Grade 3 to 12	MMY11:59 MMY8:994 T3:842 CG1:115 MEG:7/80	Assesses students' occupational awareness in 7 areas: related occupations, contact with occupations, job characteristics, functions of occupations, grouping of occupations, work locations of occupations, and self-assessment of career awareness. Can be used to evaluate the effectiveness of career education programs.
Career Decision Profile Lawrence K. Jones 1989 High School to Adults		A 16-item paper/pencil measure of career decision status. Includes 6 subscales: decidedness, comfort, self clarity, knowledge about occupations and training, decisiveness, and career choice importance. Covers 3 dimensions: how decided on a career one is, comfort with this, and reasons for being undecided. Also available in Portuguese.
Career Development Profile Talico 1987 Adults	MECD:1/86	Assesses interests, ambitions, motivations, and goals among management and supervisory-level employees. Aids in identifying developmental needs and strategies for accomplishment of career goals.
Career Education Readiness Test Career Education Readiness Measurement and Research 1975 Grade K to 6		Measures students' attitudes and knowledge in the following 6 areas: sex role stereotyping, intrinsic and extrinsic reasons for working, occupational esteem, awareness of vocational concepts, occupational responsibilities, and world of work vocabulary.
Career Leverage Inventory Career Systems 1983 Adults		A 35-question survey designed to help employees identify and assess their realistic career options. Provides new ways to think about career growth, how to prioritize and set career goals, and how to build back-up plans so individuals always have options.
Career Mastery Inventory (CMAS) Crites Career Consultants 1975-92 High School to Adults		Part 1 includes 90 behavioral and attitudinal statements that the user rates on a 7 point Likert scale. Involves 6 scales: organizational adaptability, position performance, work habits and attitudes, co-worker relationships, advancement, and career choice and plans. Part 2 consists of 20 statements of problem situations on the job.
Career Path Strategy Wilmington Press No Date Age 16 to Adults	T3:843	Evaluates an individual's career potential by assessing the following factors: mental ability, vocational interest, personality, ideal career and lifestyle, personal background data, cultural geographic and economic opportunities and limitations, preliminary career decision and strategy for achieving goals.
Career Skills Assessment Program The College Board 1978 Grade 9 to Adults	MMY9:202 CG1:126 MEG:10/80	Designed to measure the progress of groups or individuals in reaching career development goals and developing specific skills. Contains 6 subtests such as: self-evaluation, developmental skills, career awareness employment seeking skills, etc.
Comprehensive Career Assessment Scale Learning Concepts 1974 Grade 3 to 12, & Teachers	MMY8:999	Provides familiarity and interest scores for 15 areas, such as: business and office, construction, manufacturing, public service, etc. Helpful in assessing needs, planning curriculum for and/or evaluating career education programs.

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Computerized Career Assessment and Planning Program (CCAPP)
Cambridge Career Products
1989-93
High School

Provides students with career knowledge and teaches them decision-making skills in 4 areas: career assessment, selecting alternatives, career planning, and career exploration. Printouts contain information such as: interest and skill summary, list of occupational clusters, job hunting plan, etc.

Job Search Assessment T3:845
Prep
No Date
Adolescents to Adults

Assesses an individual's understanding of the processes involved in successfully seeking and obtaining a job by measuring 20 areas related to job seeking. Examples include: writing resumes, clarifying values, dealing with employment agencies, interviews, using newspapers, etc.

Knowledge of Occupations Test MMY8:1008
Edupac T3:847
1974
High School

Assesses students' career knowledge in terms of earnings, licensing and certification, job description, employment trends, training, terminology, graphs and tools. Designed for use in individual counseling and in planning group career education programs.

My Vocational Situation (MVS) MMY9:738
Consulting Psychologists Press TC2:509
1980 T3:1014
Grade 9 to Adults CG2:186

Designed to identify 3 possible difficulties in making career decisions: lack of vocational identity, need for information or training, and environmental or personal barriers. Self-administered and hand-scored.

New Mexico Career Education Test Series MMY8:1013
Monitor
1973
Grade 9 to 12

Designed to assess specific learner objectives in career education. Contains the following components: attitude toward work, career planning, career oriented activities checklist, knowledge of occupations, job application procedures and career development.

Occupations and Career Information BOXSCORE MMY8:1015
Chronicle Guidance Publications
1973
Grade 7 to 12

Designed to measure basic knowledge of occupational information. Questions focus on the following type of information: work performed, entry requirements (e.g., schooling), licensing requirements, rewards (earnings), occupational outlook, and general information about the world of work.

PERSONALITY INSTRUMENTS

Name of Test/Publisher/Date/Population	*Reference(s)*	*Brief Description*
Adult Personality Inventory (API) Institute for Personality and Ability Testing 1982-84 Age 16 to Adults	MMY9:54 MMY8:542 TC6:21 TC1:252 T3:154	Assesses individual differences in personality, interpersonal style, and career/life-style preferences. Consists of 324 items that measures 21 scales. The self-report inventory is computer scored. Designed for employee selection, counseling, and personal development programs.
The Career Suitability Profile Management Strategies 1984-93 Adults	T3:996	Based on 10 personality factors that measure fundamental personality characteristics which control career interests, abilities, and the capacity to preform. Computer scored; provides a personalized 30-page description of results.
Edwards Personal Preference Schedule (EPPS) The Psychological Corporation 1953-59 Age 18 to Adults	MMY9:378 MMY8:542 TC1:252 T3:170	A forced-choice inventory based on Murry's Needs. Contains 225 pairs of comparison statements. Assesses 15 areas of needs and motives: abasement, achievement, affiliation, aggression, autonomy, change, deference, dominance, endurance, exhibition, heterosexuality, etc.
Exploring Career Options (ECO) NCS Assessments 1987 Adults Considering Career Change or Re-Entering the Job Market	T3:1002	Measures work related personality characteristics, verbal and numerical abilities, personal style, and temperament and values that affect career interest and satisfaction. Recommends 10 to 15 career paths from a pool of 1,000 potential occupations.
Fundamental Interpersonal Relations Orientation-Behavior (Firo-B) Consulting Psychologists Press 1967-89 High School to Adults	MMY9:416 T3:240	Measures interpersonal dynamics for building productive professional relationships and enhancing productivity and career potential. Based on a model that identifies 3 interpersonal expressed and wanted needs: inclusion, control and affection.
Forer Vocational Survey: Men-Women Western Psychological Services 1957 Adolescents to Adults	T3:822	Designed to evaluate interpersonal behavior, attitudes towards people, work, and supervision and work dynamics. User completes sentence stems that measure reactions to specified situations, causes of feelings and actions, and vocational goals.
Gordon Personal Profile-Inventory (GPP-I) The Psychological Corporation 1951-78 Grade 10 to Adults	MMY10:128 MMY9:444 TC2:326 T3:175	Combines 2 measures to assess 8 aspects of personality. The profile examines ascendancy, responsibility, emotional stability and sociability to yield a measure of self-esteem. Assesses cautiousness, original thinking, personal relations, and vigor.
Guilford-Zimmerman Temperament Survey (GZTS) Sheridan Psychological Services 1949-55 Age 16 to Adults	MMY9:460 MMY8:574 TC8:251 T3:177	Identifies strengths and weaknesses that are associated with personality and temperament. The 10 traits measured are: activity, restraint, ascendancy, sociability, emotional stability, objectivity, friendliness, thoughtfulness, personal relations, and masculinity/femininity. A computer-generated report is also available.
Inventory for Counseling and Development (ICD) NCS Assessments 1981-87 College Age	TC9:300 T3:767	Consists of 449 true/false questions which assess personal, social, and academic functioning. Identifies strengths, assets and coping skills. Can be used in academic and career planning, counseling and psychotherapy, career counseling, and for indicating risk factors. Available in paper/pencil or computer form.
Jackson Personality Inventory (JPI) Research Psychologists Press 1976 Grade 10 to Adults	MMY8:593 TC2:369 T3:185	Assesses personality traits relevant to work, organizational behavior, and interpersonal situations. Consists of 320 true-false items from 16 scales such as: innovation, self-esteem, social participation, etc. Administered manually or on IBM disk. Available in English and French.
Jenkins Activity Survey (JAS) The Psychological Corporation 1965-79 Adults	MMY9:545 TC7:264 T3:9	Assesses behavior patterns typically associated with the "coronary-prone behavior pattern, Type A." A self-report, multiple-choice questionnaire that measures 3 independent components: speed and impatience, job involvement, and hard-driving and competitive tendencies.

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Meyer-Kendall Assessment Survey (MKAS) Western Psychological Services 1986 Adults	T3:1011	Consists of 105 dichotomous items assessing personal functions relevant to work performance. Yields 12 scales. Intended for use by management consultants as part of a comprehensive assessment; not for general personnel screening. Must be computer scored.
Neo Personality Inventory (NEO-PI) Psychological Assessment Resources 1978-85 Adults	MMY11:258 MMY10:214 TC8:527 T3:201	Designed to provide a general description of personality relevant to clinical, counseling, and educational situations. Measures 5 domains: Neuroticism, Extraversion, Openness to Experience, Agreeableness, and Conscientiousness. Consists of 181 items rated on a 5-point scale.
The Personal Audit SRA/London House 1945-90 Grade 9 to Adults	T3:1017	Measures personality traits objectively to assess personal adjustment essential to job satisfaction and success. Traits measured include: seriousness-impulsiveness, firmness-indecisiveness, frankness-evasion, contentment-worry, etc. For education, clinical and industrial use.
Personal Skills Map (PSM) Life Skills Center, P.C. 1981 Elementary to Adults	TC5:318 T3:1018 CG2:234	Consists of 300 items that are reactions to situations and items that are self-descriptions. Provides a research-based assessment of intrapersonal, interpersonal, and life management skills directly related to achievement, performance, adjustment and healthy living.
Picha-Seron Career Analysis (PSCA) International Career Planning Services 1991 Junior High to Adults		A forced-choice format which provides a description and analysis of an individual's work style and relates this work style to 178 selected technical, managerial and professional occupations.
Sales Attitude Checklist SRA/London House 1960 Individuals Interested in Sales Positions	T3:1084	Designed to assess sales attitudes and habits via 31 self-descriptive, forced-choice items. Specifically intended for use in identifying potentially successful salespeople.
Self-Description Inventory NCS Assessments 1975-77 Grade 9 to Adults	MMY9:1096 T3:988	Assesses normal personality functioning and vocationally-oriented dimensions of personality. Reports 22 scores: 11 personal descriptions (e.g., caution-adventurous, 6 vocationally oriented scales (RIASEC), and 5 administrative indexes (e.g., response percentage).
Singer-Loomis Inventory of Personality (SLIP) Consulting Psychologist Press 1984 Grade 9 to Adults	MMY9:1131 T3:221	Contains 15 situations, each followed by 8 items which the individual responds to using a 5 point Likert scale. Describes the user's personality from a Jungian perspective by providing the individual with a description of thought patterns and how situations or problems are approached.
Survey of Work Styles (SWS) Sigma Assessment Systems 1987 Adults		A computerized personality assessment which gathers information on 4 factors, (self-awareness, centeredness, perceptions, and decision making). Identifies individuals as having 1 of 8 work styles such as: forecaster, enthusiast, organizer, precisionist, caretaker, purist, etc.
Temperament Comparator (TC) SRA/London House 1957-61 Adults	MMY9:1234	A paper and pencil inventory which assesses 18 relatively permanent temperament traits that contribute to basic behavior. Determines potential for successful performance in sales and higher-level professional and managerial positions.
Temperament and Values Inventory (TVI) NCS Assessments 1976-77 Grade 9 to Adults	TC1:660 T3:1033 CG2:243	Assesses work-related temperament through 133 true-false items (how an individual reacts to various activities and situations) and 97 Likert items reward values (what aspects of a job an individual finds most rewarding.) Primarily used for career counseling.
Thurstone Temperament Schedule SRA/London House 1949-91 Grade 9 to Adults	TC2:815 T3:1034	Consists of 120 short questions that yield temperament profile scores for 6 personality traits: active, impulsive, dominant, stable, sociable, and reflective. Hand-scored carbon insert (answers transfer to scoring key on inside of test booklet.) Appraisal/selection of applicants.
Vocational Implications of Personality (VIP) Talent Assessment 1986 Grade 7 to Adults		A computerized personality assessment that gathers information on four factors (self-awareness, centeredness, perceptions, and decision making) and then identifies individuals as having 1 of 8 work styles such as: forecaster, enthusiast, organizer, precisionist, designer, etc.

Work Attitudes Questionnaire
Marathon Consulting and Press
1980-81
Adults

MMY9:1395
T3:1037

Designed to differentiate "workaholic" individuals from other committed workers. Consists of 2 scales. The first assesses the level of work commitment. The second assesses the psychological healthiness or unhealthiness of work attitudes.

Work Situations
Bennett & McKnight
1986
Grade 9 to 12

Students view a filmstrip which describes the major work situations and complete a 10-item checklist to identify their temperaments and adaptive skills. Also includes a listing of Worker Trait Groups by work situations, which promotes further career exploration.

INSTRUMENTS FOR DISABLED AND DISADVANTAGED POPULATIONS

Name of Test/Publisher/Date/Population	*Reference(s)*	*Brief Description*
Adaptability Test SRA/London House 1943-67 Applicants or Employees Limited in Adaptability	T3:971 B:85	Contains 35 items including word definitions, analogies, arithmetic computation, and series designed to differentiate between those who would perform better in routine jobs and those who could be placed in jobs that demanded more learning ability.
Becker Work Adjustment Profile (BWAP) CTB Macmillan/McGraw-Hill 1989 Grade 10 to Adults	MMY11:33 T3:647	Assesses work habits, attitudes, and skills important to work readiness, job adjustment, and employability. The questionnaire consists of a rating scale completed by an evaluator on job behavior items such as: appearance, judgement, punctuality, productivity, and work safety.
Career Adaptive Behavior Inventory (CAB) Special Child Publications 1980 Age 5 to 15	MMY9:192	Consists of ratings given by parents, teachers, and other professionals on a checklist of 120 items. Provides 10 categories: academics, interests, leisure time, motor ability, responsibility, communications, self-concept, self-help, socialization, and task performance.
Career Inventories for the Learning Disabled (CILD) Academic Therapies Publication 1983 High School to Adults, Learning Disabled		Uses 3 inventories to aid in making career choices. The inventories include attributes to assess personality characteristics, abilities to profile strengths and weaknesses, and interests to assist in determination of career goals. Inventories administered orally by examiner.
Career Evaluation Systems Series 100-300 Career Evaluation Systems 1983-86 Age 16 to Adults	CG2:249	Computerized assessment program which integrates 19 human factors and abilities to provide an ability profile for occupations. Based on may different commercially available measures of aptitude such as: verbal and numerical reasoning, spatial perception, finger dexterity, etc.
Comprehensive Occupational Assessment and Training System (COATS) Prep 1975-81 Grade 9 to Adults		Contains 4 components that can be used independently: job matching, employability attitudes, 26 work samples (e.g., masonry, real estate, and nutrition), and living skills (literacy and knowledge). Provides activities to change behavior.
Employment Barrier Identification Scale (EBIS) Behavior Science Press 1982-83 Age 15 to Adults	MMY9:384 T3:880	Evaluates an individual's employability. Includes: job skills, education, environmental support and personal survival skills. Identifies areas where the individual may need training. Can be presented orally to illiterate examinees.
Florida International Diagnostic-Prescriptive Vocational Competency Profile Stoelting Co. 1979-80 Adolescents to Adults	MMY9:420 TC6:183 T3:844	Evaluates general functional level and 6 specific domains of vocational competency: vocational self-help skills, social-emotional adjustment, work attitudes-responsibility, cognitive-learningability, perceptual-motor skills, and general work habits.
Geist Picture Interest Inventory Western Psychological Services 1959-71 Grade 8 to Adults, Non-readers	MMY6:1054 T3:822	Provides scores for 11 or 12 interest areas such as: persuasive, clerical, mechanical, scientific, outdoor, artistic, social service, etc. Also provides scores for 7 motivational areas such as: family, prestige, financial, environmental, etc. Male and female versions.
Jewish Employment Vocational Service Work Sample System (JEVS) Vocational Research Institute 1973 Un/Under Employed, Disabled	MMY8:982 CG1:166 B:87	Consists of 28 work samples related to 10 Worker Trait Group Arrangements in the DOT (3rd ed.) and 12 Work Groups of three work areas in the DOT (4th ed.). Useful in evaluating disadvantaged youth and adults for vocational placement and training, and in rehabilitation and school settings. Requires training to administer.
Job Awareness Inventory (JAI) Mafex Associates 1980-81 Adolescents	MMY9:548 T3:844	Criterion-referenced test regarding knowledge of the world of work. Yields 5 scores: occupations, do you know how to, general information, interview actions, and a combined score. Available in 2 forms (A and B) which can be used for pre- and post-testing.

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Key Educational Vocational Assessment System (KEVAS) Key Education 1985 High School to Adults, Disabled & Non-Disabled	T3:846 B:85/87/93	Includes 20 apparatus, achievement, interest and personality tests that must be administered by two trained examiners. Measures such variables as: hearing, visual and color acuity, auditory and visual reaction time, abstract reasoning ability, response to stress, vocational interest, etc.
Learning Styles Inventory Piney Mountain Press 1991 Age 7 to Adults	T3:780	Assesses 9 areas: auditory language, visual language, auditory numerical, visual numerical, auditory-visual-kinesthetic, group learner, social learner, oral expressive, and written expressive. Available in 2 versions: audiovisual presentation and vocational version. Vocational version also considers environmental and working conditions.
Microcomputer Evaluation and Screening Assessment (MESA) Valpar International Corporation 1984 High School to Adults, Vocational Rehabilitation Applicants	B:85/87	Consists of 9 work samples: hardware screening, physical capacities and mobility evaluation, vocational interest and awareness screening, independent perceptual screening assessment, talking/persuasive screening, working conditions, specific vocational preparation and computer screening. Provides individual with Worker Trait Profile.
Microcomputer Evaluation of Career Areas (MECA) The Conover Company, Ltd. 1986-92 Grade 7 to 12, Disadvantaged & Disabled	B:85/87/93	Designed for vocational exploration via 15 work samples containing 3 tasks each, such as: automotive, building maintenance, cosmetology, graphic design, custodial housekeeping, electronics, small engines, food service, health care, business and office, manufacturing, distribution, and computers. Available for IBM and Apple.
Micro-Tower Institute for Crippled and Disabled 1977 Special Needs Populations	B:87/93	Contains 14 work samples: electronic connector assembly, bottle capping/packing, lamp assembly, blue print reading, graphic illustration, filing, mail sorting, zip coding, recording, checking, making change, payroll computation, want ad comprehension, and message taking.
Personnel Tests for Industry–Oral Directions Test (PTI-ODT) The Psychological Corporation 1946-74 Bilingual Persons with English As a Second Language	T3:909 B:85	A wide-range assessment of general mental abilities and an individual's comprehension of oral directions. Users respond to a cassette tape that dictates instructions. Test requires 15 minutes and is hand scored. Used as a screening device for vocational trainees and industrial personnel.
Picture Interest Exploration Survey (PIES) Education Achievement Corporation 1974 Grade 7 to 12, Non-readers	MMY8:1018	A career interest survey employing 156 slides, each depicting a worker's hands performing a task that represents a particular occupation. Scores are provided for 13 occupational areas such as: office, sales, construction, mechanics and repair, agriculture, etc.
Practical Assessment Exploration System (PAES) Talent Assessment 1991 Special Needs Populations Grade 7 to 12		A Curriculum Based Vocational Assessment Program that provides hands-on evaluation. Evaluation and transition data includes job skill, quality of performance, work rate, interests, and behavioral barriers to employment and training.
Prep Work Samples Prep 1977 Special Needs Populations	B:85/87	Consists of 27 independent work samples, such as: drafting, wood construction, food preparation, travel services, small engine, police science, electronics, commercial art, fire science, refrigeration, solar technology, machine trades, etc. One of the four components of COATS.
Program for Assessing Youth Employment Skills (PAYES) Educational Testing Service 1979 School Drop Outs, Disadvantaged Adolescents	TC9:411 T3:850 CG2:265	A non-sexist measure of attitudes, cognitive skills, and vocational preference for disadvantaged youth. Provides a structured approach to identify an individual's comprehension of attitudes, interests, knowledge and skills needed to find, obtain, and maintain a job.
San Francisco Vocational Competency Scale The Psychological Corporation 1968 Mentally Retarded Adults	MMY7:1073	Rates users for participation in sheltered workshops and other workshop programs. Focuses on the following four areas: motor skills, cognition, responsibility, and social emotional behavior.

Skills Assessment Module (SAM) Piney Mountain Press 1981-92 Age 13 to 18, Mildly Disabled (LD, ED, Mildly Retarded) and/or Disadvantaged	MMY11:364 B:85/87/93	Assesses general aptitude, specific work behavior, and learning styles via 3 paper/pencil tests and 12 work samples such as: mail sort, payroll, computation, patient information memo, pipe assembly, block design, small parts, color sort, circuit board, etc.
Tests for Everyday Living (TEL) CTB Macmillan/McGraw-Hill 1979 Grade 7 to 12	T3:674	Measures knowledge of skills necessary to perform everyday life tasks. Consists of 7 tests: purchasing, habits, budgeting, banking, job-search skills, job-related behavior, home management, and health care. Designed for poor readers.
Testing, Orientation, and Work Evaluation in Rehabilitation (TOWER) Institute for Crippled and Disabled 1974 Disabled Persons	B:87	Assesses vocational potential of disabled individuals in 14 areas of work: clerical, drafting, drawing, electronics assembly, jewelry, leather goods, lettering, machine shop, mail clerk, optical mechanics, pantograph engraving, sewing, workshop assembly, and welding.
USES Basic Occupational Literacy Test (BOLT) United States Employment Service 1974 High School Dropouts	MMY11:453 MMY8:491	Designed to measure basic reading and arithmetic skills of school dropouts who are referred for occupational training or remedial education. Provides scores for reading vocabulary, reading comprehension, arithmetic computation, and arithmetic reasoning.
USES Non-reading Aptitude Test Battery (NATB) United States Employment Service 1965-82 Grade 9 to Adults, Disadvantaged	MMY9:1305 TC:3 CG1:181	Non-reading adaptation of the GATB that includes 7 or 8 pencil/paper tests and 4 performance tests. Provides 9 scores: intelligence, verbal, numerical, spatial, form perception, clerical perception, motor coordination, finger dexterity, and manual dexterity.
Valpar-17 Pre-Vocational Readiness Battery (PVRB) Valpar Corporation 1978-86 Special Needs Populations, Grade 7 to Adults	CG2:280	A series of screening tests designed to separate individuals who may have a problem or deficit in educational and vocational settings. Consists of 4 subtests: developmental assessment, workshop evaluation, interpersonal and social skills, and independent living skills.
Valpar Component Work Sample System Valpar Corporation 1974-81 General Population & Industrially Injured Persons	CG1:184 B:87	Consists of 19 work samples designed to measure broad worker traits, such as: small tools, upper extremity range of motion, simulated assembly, etc. Yields scores and clinical observations that can be used for job training and placement and for constructing programs.
Vocational Adaptation Rating Scales (VARS) Western Psychological Services 1980 Mentally Retarded Persons Age 13 to Adults	MMY9:1334 T3:657	Uses parents', teachers', and professionals' ratings to measure maladaptive behaviors likely to hinder vocational adjustment. Provides frequency and severity scores in 17 areas such as: verbal manners, communication skill, respect for property, rules and regulations, etc.
Vocational Behavior Checklist (VBC) West Virginia Rehabilitation Research and Training Center 1978 Adults	MMY9:1335 T3:851	Designed for use with rehabilitation clients. Assess 7 skills: pre-vocational, job-seeking, interview, job-related, work-performance, on-the job/social, and union-financial-security.
Vocational Evaluation Systems (Singer) New Concepts Corporation 1971 Special Needs Populations	B:85/87/93	Provides a wide variety of occupational information via 28 independent and versatile work samples such as: bench assembly, electrical wiring, plumbing and pipe fitting, needle trades, cook and baker, cosmetology, office services, information processing, machine trades, etc.
Vocational Information and Evaluation Work Samples (VIEWS) Vocational Research Institute 1977 Moderate & Severely Mentally Retarded Adults	T3:837 CG1:167 B:85/87/93	Consists of 16 work samples grouped into four levels of the Data, People, Things typology. Samples include: bolts and washers sorting, stamping, mail sort, machine feeding, paper cutting, drill press, circuit board assembly, etc. Training required to administer.
Vocational Interest and Sophistication Assessment (VISA) O.S.U. Nisonger Center 1968 Mildly Retarded Adolescents & Young Adults	T3:658 CG1:189	A reading-free instrument which provides a measure of an individual's interest in and knowledge about a series of job alternatives. Activities depicted are in the unskilled and semi-skilled job areas.

Vocational Interest Temperament and Aptitude System (VITAS) Vocational Research Institute 1979 Educationally and/or Culturally Disadvantaged	T3:658 CG1:168 B:85/87/93	Contains 21 independent work samples based on 16 Work Groups. Samples include: laboratory, engineering and craft technology, production work, quality control, financial detail, oral communications, etc. Requires training to administer.
Vocational Learning Styles Piney Mountain Press 1991 Age 14 to Adults		A multisensory learning styles assessment designed for school and work. Considers traditional style factors, as well as environmental and working styles critical to training and job success. Scoring formats include self, computer, and machine.
Vocational Opinion Index ARBOR 1973-76 Disadvantaged Trainees in Vocational Skills Programs	MMY9:1340 MMY8:1056 T3:1035	Designed to measure attitudes, perceptions, and motivations that affect an individual's ability to get and/or hold a job. Provides 13 scores for 3 broad areas: attraction to work, losses associated with work, and barriers to employment.
Vocational Training Inventory and Exploration Survey (VOC-TIES) Piney Mountain 1986-91 Disadvantaged & Mildly Handicapped Youth	T3:840	A multi-media kit used to identify vocational interests, enhance vocational awareness, and promote sex equity by showing persons in non-traditional rolls. Includes a video for 15 commonly available vocational programs. Apple/IBM program provides printout of interests.
Vocational Transit Vocational Research Institute 1989 MR, LD, Brain Injured	T3:658 B:93	Designed to allow individuals to demonstrate their true aptitudes by accommodating alternative learning styles, short term memory deficits and attention span difficulties. Subtests include: motor coordination, manual dexterity, finger dexterity and form perception.
Wide Range Employment Sample Test (WREST) Jastak Associates 1980 Age 16 to Adults, General Population, Sheltered Workshops, & Industrial Settings	MMY9:1365 MMY8:987 CG1:192 B:87/93	Measures work productivity in terms of quantity and quality of performance on 10 tasks: folding, stapling, packaging, measuring, stringing, gluing, collating, color matching, pattern matching, and assembly.
Wide Range Intelligence-Personality Test (WRIPT) Jastak Associates 1958-74 Age 9 to Adults	MMY8:492 T3:258	Provides a measure of students' abilities through 10 direct scores: vocabulary, coding, verbal reasoning, number series, spelling, space series, etc. Also yields 6 derived scores: intelligence, capacity, motivation, language, reality and psychomotor.
Work Interest Index (WII) SRA/London House 1965-80 Grade 7 to Adults	MMY9:1400 TC5:565	Consists of 96 pictorial items assessing work interest in 12 areas. Each picture item is numbered and includes boxes marked "L" (like) and "D" (dislike). Designed for individuals with minimal language skills.
Work Skills Development Package (WSD) Attainment Company 1982-91 Severely Mentally Retarded, Mentally Ill, Physically Disabled	B:85	A prevocational training program containing 20 work samples, grouped into 4 difficulty levels, that assess 3 pre-vocational skills: discrimination between objects, manipulation of small objects, and application of basic concepts. Examples of work samples are: sand box packaging, tactile discrimination, etc.